

Numbers of EEO Complaints Processed by SEC						
	Prior Fiscal Years					Current Fiscal Year
	1999	2000	2001	2002	2003	9/30/03-3/31/04
I. Formal Complaints Pending During Period						
A. Total Formal Complaints Pending	74	70	50	47	48	29
1. Complaints Filed in a prior period	53	60	29	32	31	17
2. Complaints Filed during period	21	10	21	15	17	12
II. Number of Individuals who filed EEO Complaints ("N A" Means data not is available for period)						
A. Individuals who filed at least one complaint during period	15	10	20	13	13	11
B. Individuals who filed two or more complaints during period	N A	0	1	0	1	1
III. Administrative EEO Complaints pending at end of period in:						
A. Investigation of Complaint	25	16	15	17	7	11
B. Administrative Hearing at EEOC	15	11	21	14	8	7
C. Final Agency Decision to be Issued	8	2	0	0	2	1
D. Appeals Pending at EEOC	N A	N A	N A	N A	N A	2

EEO Bases Alleged in EEO Complaints Filed						
	Prior Fiscal Years					Current Fiscal Year 9/30/03-3/31/04
	1999	2000	2001	2002	2003	
Civil Rights Act (Title VII) Bases						
Race - American Indian, Alaskan Native	0	0	0	0	0	0
Race - Asian, Pacific Islander	1	0	3	2	3	0
Race - Black	31	3	7	9	6	1
Race - White	5	4	3	7	1	1
Color	0	0	0	1	2	0
Religion	6	1	2	2	1	1
Sex - Female	17	10	14	5	16	2
Sex - Male	9	1	1	5	1	1
National Origin - Hispanic	2	0	7	4	1	0
National Origin - Other (Non-Hispanic)	0	0	0	0	0	2
Equal Pay Act - All Complaints	N A	0	1	0	1	0
Filed by Females	N A	0	1	0	1	0
Filed by Males	N A	0	0	0	0	0
Age Discrimination in Employment Act						
Age (40 or more)	11	10	27	11	11	2
Rehabilitation Act - All Complaints	30	4	29	6	11	0
Mental Disability Complaints	16	0	3	1	1	0
Physical Disability Complaints	14	4	26	5	10	2
EEO Reprisal; All Acts	38	14	22	24	22	2

Issues Raised in EEO Complaints Filed						
Issues	Prior Fiscal Years					Current Fiscal Year
	1999	2000	2001	2002	2003	9/30/03-3/31/04
Appointment or Hire	4	4	8	4	4	0
Assignment of Duties	12	6	7	3	4	1
Awards	0	0	5	2	5	1
Conversion to Full-Time	0	0	0	0	6	0
Disciplinary Actions (Total)	23	1	11	5	8	0
a. Demotion	0	0	6	0	0	0
b. Reprimand	2	0	5	2	7	0
c. Suspension	14	0	0	2	0	0
d. Removal	7	0	0	1	1	0
e. Other Discipline	0	1	0	0	0	0
Duty Hours	0	1	0	0	0	0
Evaluation / Appraisal	26	4	13	18	14	1
Examination / Test	0	0	0	0	0	0
Harassment - Non-Sexual	13	8	17	12	2	0
Harassment - Sexual	4	1	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	3	1	8	1	5	1
Promotion or Non-selection	38	13	19	9	5	1
Reassignment Denied	0	0	7	0	4	0
Reassignment Directed	0	1	6	0	0	1
Reasonable Accommodation	0	0	3	1	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms & Conditions of Employment	12	0	4	13	12	3
Time & Attendance	7	1	5	8	7	1
Training	1	6	0	0	0	0
Other	7	0	3	0	0	0

Number EEO Complaints Processed or Pending and Average Days Pending												
	Prior Fiscal Years										Current Fiscal Year	
	1999		2000		2001		2002		2003		9/30/03-3/31/04	
Processing Categories	Number	Average Days	Number	Average Days	Number	Average Days	Number	Average Days	Number	Average Days	Number	Average Days
1 a. Investigations - Total:	39	520	23	629	24	392	22	239	23	206	15	105
A. Completed during period	8	738	7	528	9	739	7	364	16	267	4	174
B. Open at end of period	31	465	16	674	15	184	15	200	7	66	11	81
1 b. Those Investigations Exceeding Time Limit:	28	N A	20	N A	7	N A	6	N A	10	348	2	193
A. Completed during period	7	815	6	586	7	867	6	399	10	348	1	182
B. Open at end of period	21	N A	14	N A	N A	N A	N A	N A	0	N A	1	203
2. Final Agency Action Pending - Total:	23	894	13	1231	21	1332	14	903	0	0	8	1151
A. No Hearing Requested (pending decision by SEC)	8	441	11	1372	0	N A	0	N A	0	0	1	223
B. Hearing Requested (pending at EEOC)	15	1277	2	455	21	1332	14	903	0	0	7	1283
3. Appeals Pending at EEOC Data not available for FY 99-02	N A	N A	N A	N A	N A	N A	N A	N A	1	111	2	731

Decisions	Prior Fiscal Years										Current Fiscal Year 9/30/03-3/31/04	
	1999		2000		2001		2002		2003		Number	Average Days
	Number	Average Days	Number	Average Days	Number	Average Days	Number	Average Days	Number	Average Days		
1. All Procedural Dismissals	5	302	11	761	5	657	5	516	7	162	5	224
A. Dismissals By SEC	5	302	7	686	5	657	3	454	6	88	4	124
B. Dismissals By EEOC	0	0	4	893	0	0	2	610	1	608	1	624
2. Finding of Discrimination	0	0	0	0	0	0	0	0	0	0	0	0